

Problem Resolution Subcommittee

Presentation to the
National Council on Federal Labor-Management Relations
May 18, 2016

Impact and Education Working Group

Work Group Background:

- The Workgroup formed as a result of discussion at the January 2016 Council meeting. Two goals identified were:
 1. Analyze how the E.O. and PDI have impacted labor relations
 2. Develop recommendations to institutionalize positive outcomes
- Council members response to questionnaire was used to guide Working Group formation

Impact and Education Working Group

- **Work Group Background Continued:**
- Based on Council feedback, a prioritized list of projects was developed for implementing the Working Group's goals
- Separate working groups were formed for Education and Impact, and projects have been divided between these groups.

Education Working Group Projects

1. Direct outreach by Council members to Labor-Management Forums
2. Education via virtual means, such as
 - emailing links with available resources to LMFs
 - writing articles to be used in organizations' newsletters and blogs
 - creating webinars on topics related to the National Council and E.O. 13522
3. Re-invigorate/expand the "Train the Trainer" initiative led by FMCS
4. Understand how examples of labor-management cooperation initiatives in the private sector can inform understanding of the Federal sector and vice-versa (joint with Impact WG)
5. Sponsor a PDI pilot, where participants in a LMF engage in PDI while utilizing the support of the National Council and its resources (joint with Impact WG)

Impact Working Group Projects

1. LMF Reporting Tool Analysis and 2015 Metrics Reports (members agreed to transition this project into this group – not included on questionnaire)
2. Evaluate possible links between labor-management and Federal Employee Viewpoint Survey (FEVS) results
3. Evaluate examples of labor-management partnership activities that continued after Executive Order 12871 (may include Education component in the future)

Impact Working Group Projects cont.

4. Understand how examples of labor-management cooperation initiatives in the private sector can inform understanding of the Federal sector and vice-versa (joint with Education WG)
5. Sponsor a PDI pilot, where participants in a LMF engage in PDI while utilizing the support of the National Council and its resources (joint with Education WG)

Project Planning

- The Impact Working Group is recruiting volunteers and will prioritize based on resource availability.
- The Education Working Group decided to begin work on the top 2 projects as prioritized by the Council.
- Other projects will follow as resources allow, guided by Council member guidance.
- Smaller project teams are developing more specific plans.

Education Project Team 1

- **Project:** Direct outreach by Council members to Labor-Management Forums
- **Goal:** Identify opportunities and draft guidance or talking points for Council members to provide direct outreach to LMFs and other appropriate venues to promote the work of the National Council on FLMR.
- **Tasks**
 1. Define what direct outreach looks like.
 2. Define the purpose of direct outreach.
 3. Identify appropriate venues for direct outreach.
 4. Draft talking points for interested Council members.

Education Project Team 1 cont.

- **Status Update:** Group has met, brainstormed, and identified the following action items:
 - 1. Define what direct outreach looks like.**
 - Council members talking to groups in the field as part of already scheduled work-related travel
 - 2. Define the purpose of direct outreach.**
 - In response to requests for assistance
 - To gather best practices
 - To promote the Council's work, available tools, and PDI success stories

Education Project Team 1 cont.

- 3. Identify appropriate venues for direct outreach.**
 - LMFs – by request or targeted outreach
 - CHCO Council
 - Trainings/conferences put on by FLRA, FMCS, MSPB, FMA, unions, agencies, etc.
 - Federal Executive Board meetings outside of DC

- 4. Draft talking points/guidance for interested Council members.**

- 5. Seek Council-member participation**

Education Project Team 2

- **Project:** Education via Virtual Means
- **Goal:** Promoting the use of resources located on the National LMC website to all levels of labor/management engagement.
- **Tasks**
 1. Emailing links to available resources to LMFs.
 2. Writing articles to be used in organizations' newsletters and blogs.
 3. Creating webinars on topics related to the National Council and E.O. 13522.

Education Project Team 2 cont.

Task 1 - Emailing links with available resources to LMFs

Group has identified 3 linked but independent actions needed to complete this task:

- 1(a): Reformat of current National LMC website information to increase ease of use and access to valuable existing resources for all stakeholders.
- 1(b): Providing a promotion “package” with the emailing of links which offers suggestions for how to distribute the information to all levels. (e.g. intranet sites with graphic icon for the link to National LMC, inclusion with annual Weingarten notice)
- 1(c): Exploring future interactive social learning options.